



Bridgestone South Africa Retail (Pty) Ltd

(Reg No 83/010523/07)

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## **SPEEDY TYRE & FITMENT Our Black Economic Empowerment Policy**

### ***A Commitment to Equal Opportunity***

Speedy Tyre & Fitment, a franchise division of Bridgestone South Africa Retail (Pty) Ltd since 2002, comprises a group of franchised autofitment centres that supplies premium quality tyres, batteries, shock absorbers, exhausts, towbars and brakes to the passenger, light commercial and recreational vehicle market in South Africa and various other neighbouring countries.

Bridgestone Retail (previously known as Supa Quick (Pty) Ltd prior to a company name change in February 2004) has never discriminated against Franchisees or franchise applicants on the basis of race, sex or any other arbitrary criteria. In fact, when Supa Quick, the original franchise division of the then Supa Quick (Pty) Ltd and now an associate division of Speedy Tyre & Fitment, was established in 1986, a number of its founder members were non-whites.

Today, more than 20% of all Speedy outlets are owned by so-called previously disadvantaged individuals, including Black, Coloured & Indian men and a number of Black, Indian & White women.

In addition, Speedy has established a broad-based BEE platform for all of its franchisees. This platform has its foundation in the Broad Based Black Economic Empowerment Act, 2002 and is based on the Broad Based Scorecard approach and guidelines of the Department of Trade and Industry.

Speedy Tyre & Fitment outlets fall within the definition of Small, Micro & Medium Enterprises ("SMME's"). They are typically "one man" (or "one woman", for that matter) or "family" owned businesses. The Speedy *Broad Based Scorecard* approach places emphasis on a wider range of empowerment issues than just equity. It includes management development and placement, employment equity, skills development, procurement of goods and services from black empowered enterprises, black enterprise development and, corporate social responsibility.



Directors: Mr G. Kockott (CEO), Mr W.C. Els, Mr M. Ono (Japanese), Mr S. Wustmann

In the interests of legitimacy and credibility, the Speedy Broad Based Scorecard is hosted by an independent rating company called mPowerratings. The franchisees' scorecards, each of which is independently audited and verified, can be accessed on [www.mpowerratings.co.za](http://www.mpowerratings.co.za).

At present, no fewer than 90% of all Speedy franchised outlets are considered to be satisfactory contributors to BEE (a definition endorsed by the Department of Trade and Industry), either by virtue of ownership or because of their levels of performance on the Broad Based BEE Scorecard. This number will continue to grow as more franchisees strive to improve their rating on the Scorecard.

*Speedy ... open to all!*

